



State of Arizona  
Department of Education

## **Guidance on the Use of Title II-A Funding for Teacher Recruitment Stipends (ESEA, Section 2123)**

Local Education Agencies (LEA) may utilize Title II-A funds to offer recruitment stipends for initial hires and/or district transfers who are assigned to teach core academic subjects in which there exists a documented shortage of highly qualified teachers within a school or LEA, or to achieve the “equitable distribution of effective teachers”.

### **Guidelines:**

- There must be local governing board approval of recruitment stipend policies and procedures.
- Recruitment stipends must be tied to a documented core content need.
- If the LEA chooses to pay recruitment stipends, it must be identified in the ALEAT Continuous Improvement Plan, be tied to student academic needs in core content areas and focused on the necessity for highly qualified, effective teachers and principals.
- Policies/procedures must define the eligibility criteria for receipt of a recruitment stipend and include the following:
  - Initial Hires/Transfers (transfers may occur within a school or between schools)
    - ❖ The teacher must be highly qualified for all core academic positions assigned to teach.
    - ❖ The teacher must be appropriately certified for all core academic positions assigned to teach. Charter school teachers are exempt from this requirement with the exception of special education teachers.
    - ❖ The teacher has a \*record of success in helping low-achieving students improve their academic achievement. The policy or procedure for recruitment stipends must outline how the local education agency is going to determine teacher effectiveness in this area.
- LEAs requesting to utilize Title II-A for recruitment stipends must provide their program specialist with the following information prior to approval:
  - A list of the teachers who will be receiving a recruitment stipend.
  - The school assignment of each teacher provided a recruitment stipend.
  - The core academic subject(s) each teacher will be assigned to teach.
  - The amount of the recruitment stipend being provided to each teacher.
  - A copy of the board approved policy or procedure for receipt of a recruitment stipend.

\*Initial hires that are “new to the profession” are still eligible for a recruitment stipend, however, please see the Retention Stipend Guidance for further information regarding subsequent years.